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# Limited Duty Officer & Chief Warrant Officer Community Brief

September 2004



# This Brief Is Intended For:

- Active Duty Navy Limited Duty Officers and Chief Warrant Officers
- LDO and CWO Selectees
- Commanders, COs, XO's, OICs
- Navy Personnel Managers



# Officer Community Management

(All 58 Active LDO & CWO  
Designators)

- CAPT Bob Fiegl
  - OpNav N131L
    - 703-693-2309 (DSN: 223)
    - Robert.fiegl@navy.mil
- LT Craig Trent
  - OpNav N131L1
    - 703-693-2310
    - Craig.trent@navy.mil



# OCM Functions

- **Assigned to the OPNAV (CNO) staff in Washington, DC (Navy Annex)**
  - **Duties include:**
    - **Initial Accession quota planning**
    - **Promotion quota planning/flow point management**
    - **Lateral Transfer and Re-designation quota planning**
    - **SECNAV and OPNAV directives currency for LDO/CWO issues**
    - **End strength and billet management**
      - **Re-call of reservists**
      - **Retire/retain**
      - **Continuation**
    - **Recruiting new LDOs/CWOs**
    - **Provide advice to senior leadership for LDO/CWO matters**
    - **Provide input for education programs/training/PME**
    - **THE OCM DOES NOT DETAIL OFFICERS**



# Detailer Functions

- **Assigned to BUPERS (Pers-4) in Millington, TN**
  - **Duties include:**
    - **Providing Career counseling (including FOS counseling)**
    - **Assignment of officers to billets within their community/designators designed to keep qualified officers competitive for promotion and fill the needs of the Navy**
    - **Manage PCS funding for their designators**
    - **Nominating officers to be members of promotion and admin boards**
    - **Making inputs to the OCM regarding community management issues**
    - **Recruiting new LDOs/CWOs**
    - **Providing advice to COs and others regarding LDO/CWO issues (IE fitreps, promotions etc.)**



# LDO/CWO OPA & Inventory

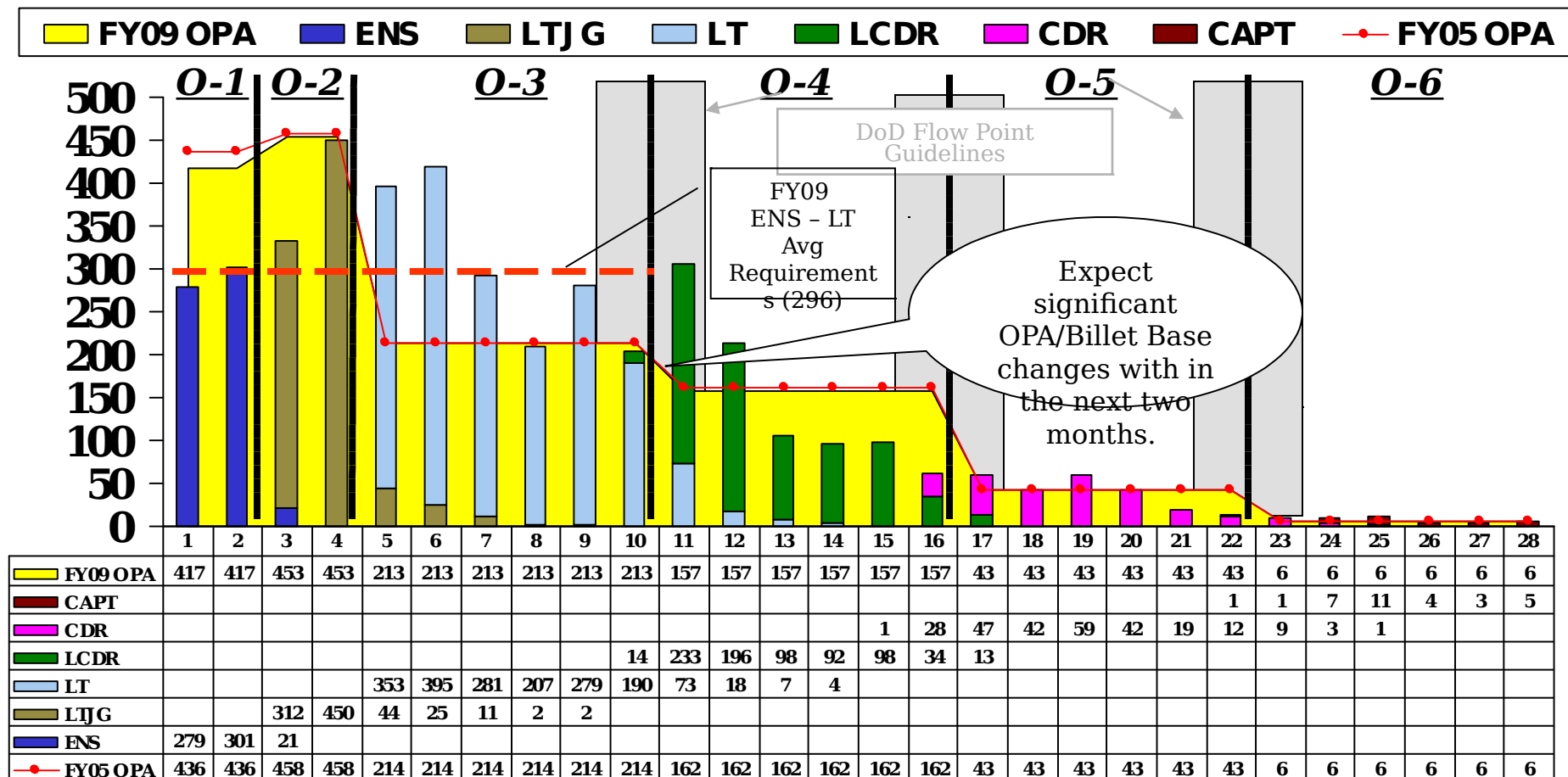
	Inventory	OPA
LDO Line:	4101	4110
LDO Staff:	228	229
CWO:	<u>1608</u>	<u>1723</u>
Total:	5937	6062

AUG 04



# Limited Duty Officer

## FY-04 Inventory vs. FY-09 OPA



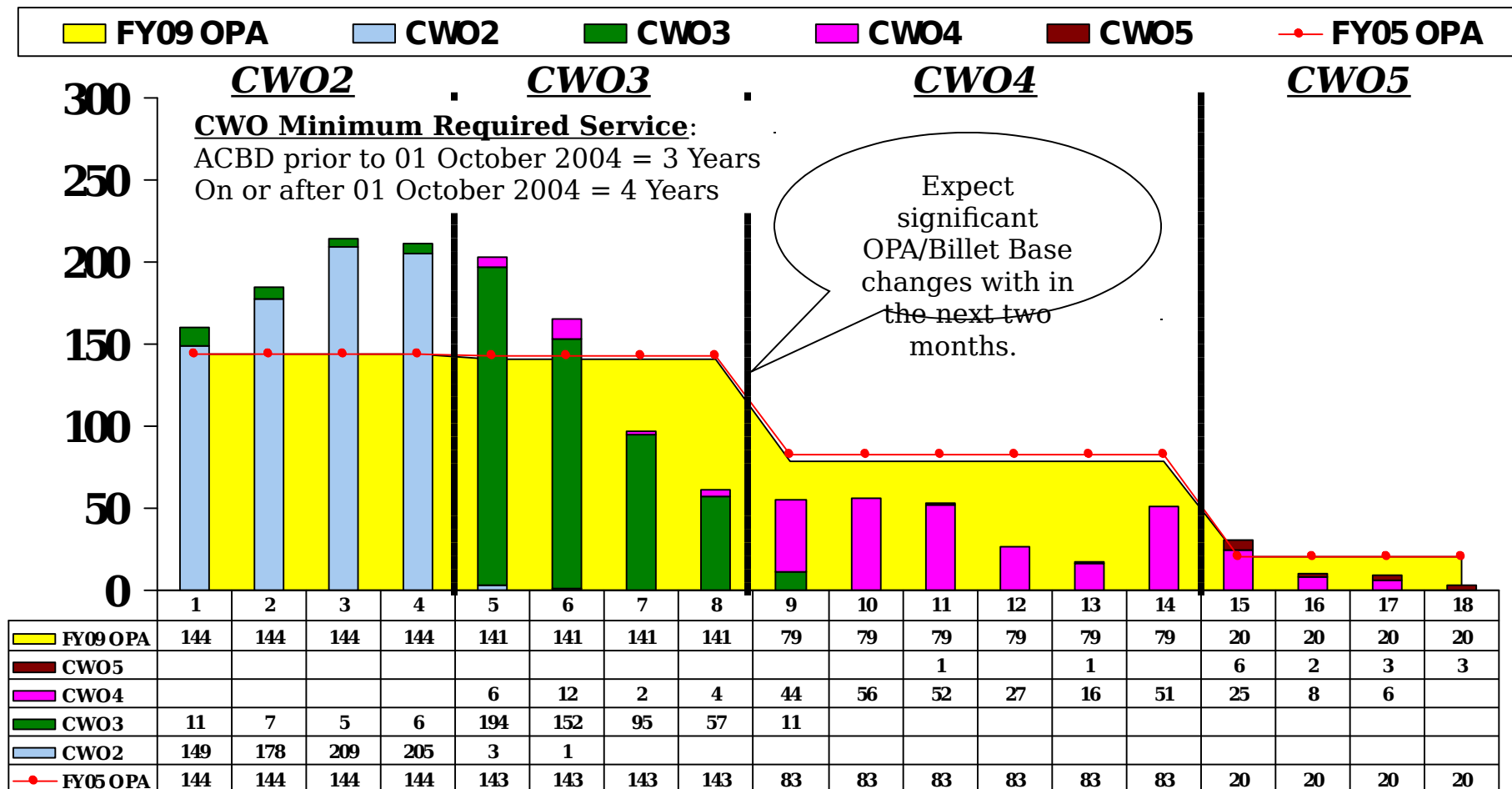
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YCS



# Chief Warrant Officer

## FY-04 Inventory vs. FY-09 OPA



August 04

YCS





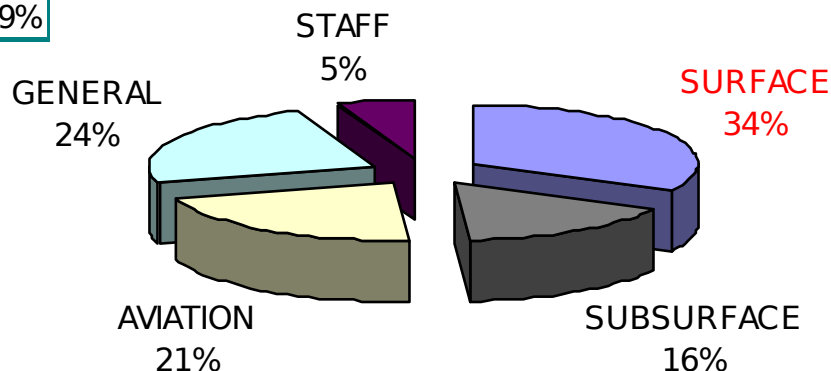
# Surface LDO & CWO Snapshot

RANK	LDO MANNING						TOTAL
	06	05	04	03	02	01	
OPA	5	54	262	394	281	250	1246
INV	9	61	270	544	284	181	1349
DELTA	4	7	8	150	3	-69	103
PCT	180.00%	112.96%	103.05%	138.07%	101.07%	72.40%	108.27%

	ACCESSION PLAN	
	FY04	FY05
LDO	83	40
CWO	77	39
TOTAL	160	79

RANK	CWO MANNING				TOTAL
	CWO5	CWO4	CWO3	CWO2	
OPA	22	172	224	244	662
INV	8	122	158	313	601
DELTA	-14	-50	-66	69	-61
PCT	36.36%	70.93%	70.54%	128.28%	90.79%

Community Issues:  
619X/7191s now 642X/742s



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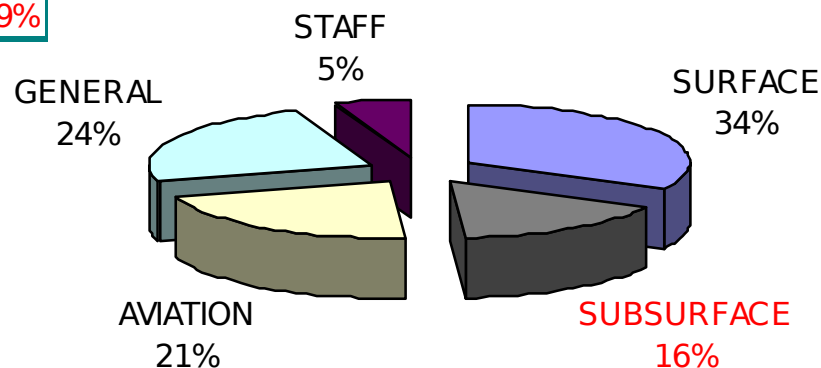
# Submarine LDO & CWO Snapshot

RANK	LDO MANNING						TOTAL
	06	05	04	03	02	01	
OPA	10	50	194	212	145	143	754
INV	10	65	155	305	152	113	800
<b>DELTA</b>	0	15	-39	93	7	-30	46
<b>PCT</b>	100.00%	130.00%	79.90%	143.87%	104.83%	79.02%	106.10%

	ACCESSION PLAN	
	FY04	FY05
LDO	47	43
CWO	24	10
<b>TOTAL</b>	71	53

RANK	CWO MANNING				TOTAL
	CWO5	CWO4	CWO3	CWO2	
OPA	12	37	49	45	143
INV	2	32	44	74	152
<b>DELTA</b>	-10	-5	-5	29	9
<b>PCT</b>	16.67%	86.49%	89.80%	164.44%	106.29%

## Community Issues:



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# Aviation LDO & CWO Snapshot

RANK	LDO MANNING						TOTAL
	06	05	04	03	02	01	
OPA	7	81	220	246	172	177	903
INV	10	71	160	376	172	113	902
<b>DELTA</b>	<b>3</b>	<b>-10</b>	<b>-60</b>	<b>130</b>	<b>0</b>	<b>-64</b>	<b>-1</b>
<b>PCT</b>	<b>142.86%</b>	<b>87.65%</b>	<b>72.73%</b>	<b>152.85%</b>	<b>100.00%</b>	<b>63.84%</b>	<b>99.89%</b>

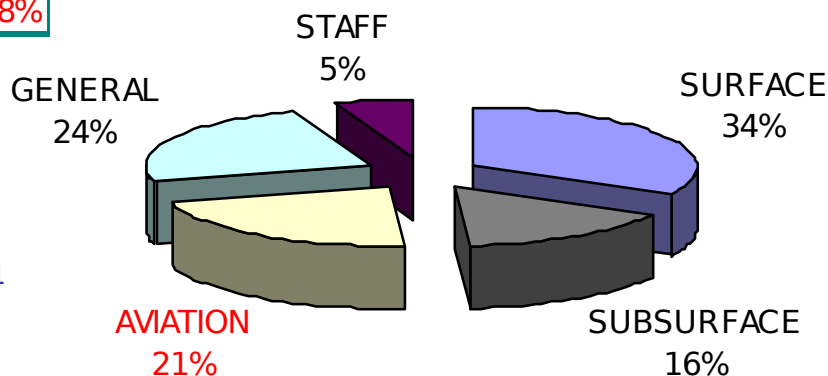
	ACCESSION PLAN	
	FY04	FY05
LDO	43	19
CWO	14	32
<b>TOTAL</b>	<b>57</b>	<b>51</b>

RANK	CWO MANNING				TOTAL
	CWO5	CWO4	CWO3	CWO2	
OPA	23	128	119	114	384
INV	3	96	172	121	392
<b>DELTA</b>	<b>-20</b>	<b>-32</b>	<b>53</b>	<b>7</b>	<b>8</b>
<b>PCT</b>	<b>13.04%</b>	<b>75.00%</b>	<b>144.54%</b>	<b>106.14%</b>	<b>102.08%</b>

## Community Issues:

Merger of 638X with 633X  
proposed

Expect merger of 7341/7381 in  
the future



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# General LDO & CWO Snapshot

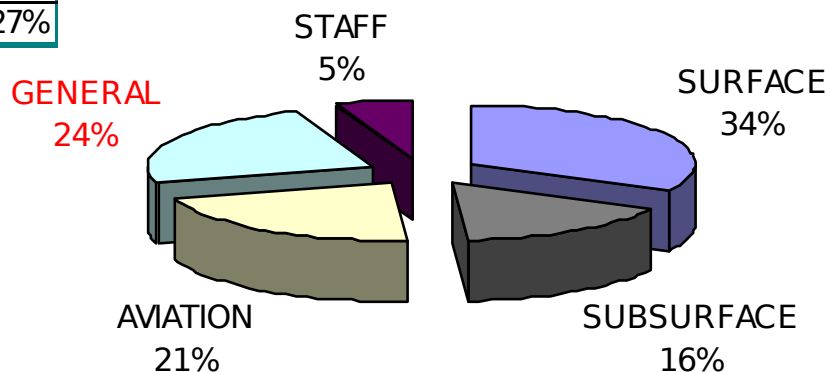
LDO MANNING							
RANK	06	05	04	03	02	01	TOTAL
OPA	10	55	253	362	271	254	1205
INV	3	56	161	512	161	171	1064
<b>DELTA</b>	-7	1	-92	150	-110	-83	-141
<b>PCT</b>	30.00%	101.82%	63.64%	141.44%	59.41%	67.32%	88.30%

ACCESSION PLAN		
	FY04	FY05
LDO	79	83
CWO	30	37
<b>TOTAL</b>	109	120

CWO MANNING					
RANK	CWO5	CWO4	CWO3	CWO2	TOTAL
OPA	18	132	147	135	432
INV	0	50	146	181	377
<b>DELTA</b>	-18	-82	-1	46	-55
<b>PCT</b>	0.00%	37.88%	99.32%	134.07%	87.27%

## Community Issues:

Expect more growth of Security Officer billets (LDO and CWO)



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# Staff Corps LDO & CWO Snapshot

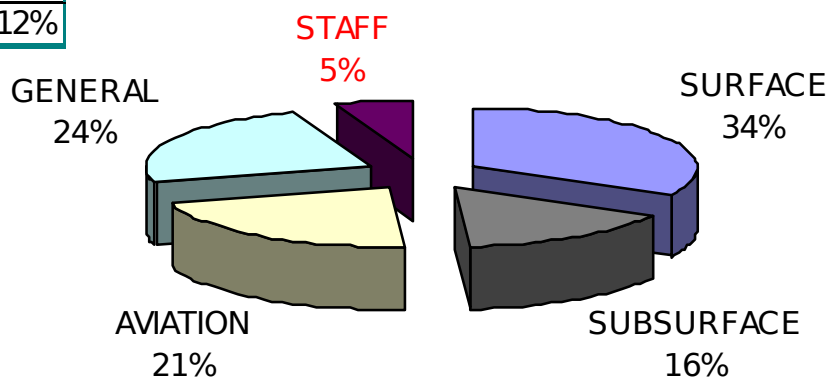
LDO MANNING							
RANK	06	05	04	03	02	01	TOTAL
OPA	2	20	40	71	48	48	229
INV	2	13	41	76	60	36	228
<b>DELTA</b>	0	-7	1	5	12	-12	-1
<b>PCT</b>	100.00%	65.00%	102.50%	107.04%	125.00%	75.00%	99.56%

ACCESSION PLAN		
	FY04	FY05
<b>LDO</b>	18	6
<b>CWO</b>	4	10
<b>TOTAL</b>	22	16

CWO MANNING					
RANK	CWO5	CWO4	CWO3	CWO2	TOTAL
OPA	4	29	31	38	102
INV	3	19	21	53	96
<b>DELTA</b>	-1	-10	-10	15	-6
<b>PCT</b>	75.00%	65.52%	67.74%	139.47%	94.12%

## Community Issues:

Lack of O-6 billets negatively impacting flow points



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# LDO Promotion Opportunity FOR FY05



• **CAPT 23 YRS TCS 40%**  
**Opportunity**



• **CDR 15-06 YRS TCS 60%**  
**21-11 Staff 40% Staff**  
**Opportunity**



• **LCDR 10-02 YRS TCS 90%**  
**16-05 Staff 60% Staff**  
**Opportunity**



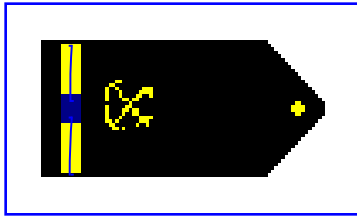
• **LT 4 YRS TCS Fully**  
**9-07 Staff 80% Staff**  
**Opportunity**



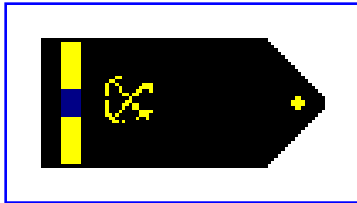
• **LTJG 2 YRS TCS Fully**



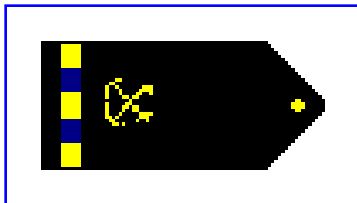
# CWO Promotion Opportunity FOR FY05



- **CWO5 14-04 YRS TCS**  
**40% Opportunity**



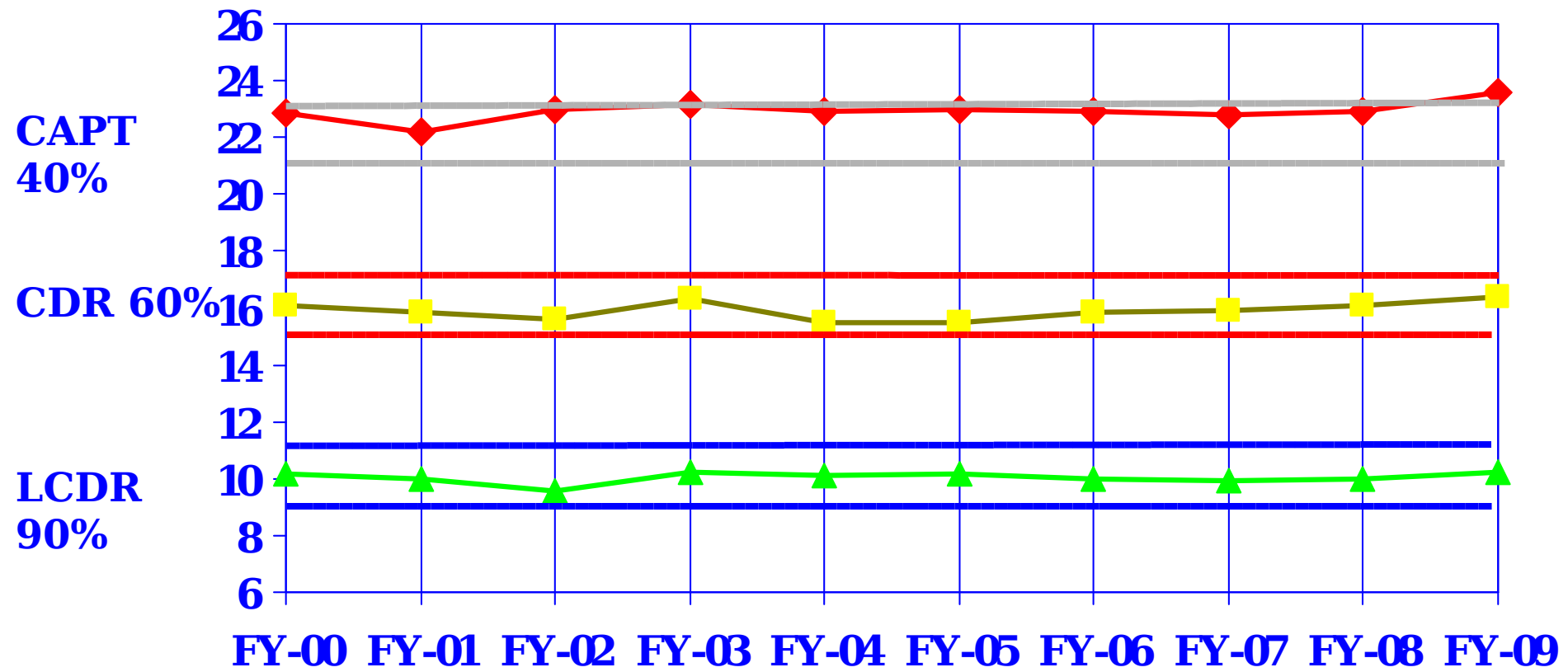
- **CWO4 8 YRS TCS**  
**85% Opportunity**



- **CWO3 3-4 YRS TCS**  
**All Fully Qualified**



# LDO Line Flowpoints

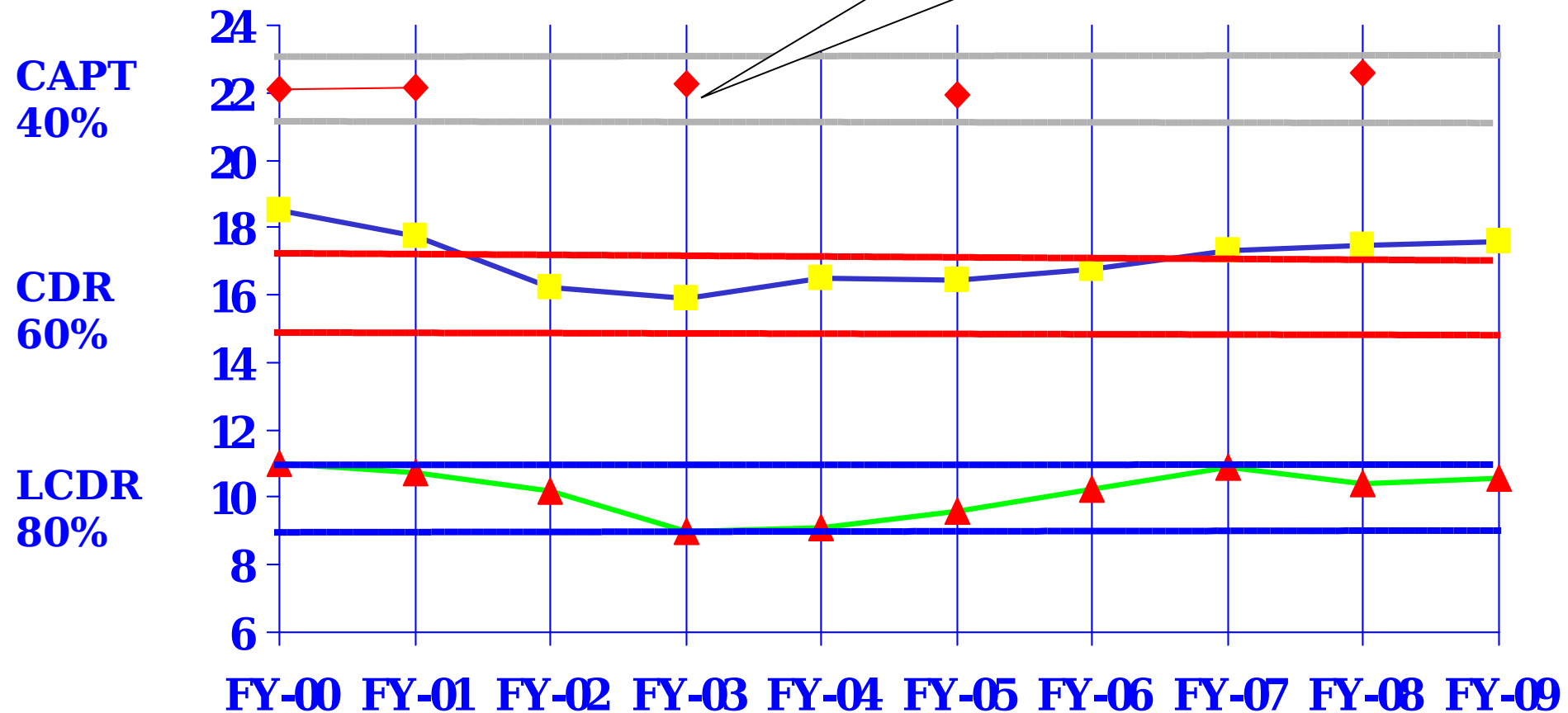






# LDO Staff Flowpoints

Insufficient  
O-6 billets!





# Promotion Planning

- Law: “Must provide relatively similar opportunity for promotion” over a 5 year period.
- Computer “helps” planners manage this
  - Can reduce or add promotion quotas.
  - Little recourse.
- Policy: DODINST 1320.13 and SECNAVINST 1420.1A



# Do LDOs Promote Slower Than Other Officer Communities?

Answer: In general, Yes.

Cause: Other communities lose officers at different times. LDOs tend to stay longer because we're all career officers when selected.



# CWO Promotion

- **FY-05 Promotion Plan provides first phase of reducing TIG time for CWO2 from 4 to 3 years**
  - Two year phase in for YGs 02 and 03
  - Change from 95% opportunity to “All Fully Qualified”
  - Selection Board still used
  - Intent is to reduce W5 flow point to 11 yrs
  - W4 may be changed from 4 yrs to “Needs of the Navy”



# CWO Promotions

- Good News! The best CWOs should see much better opportunity for upward mobility
  - Officers with performance problems or those allergic to salt water/grey paint may be thinned out earlier.
  - It's great for the best CWOs and for the Navy!



# CWO Accessions

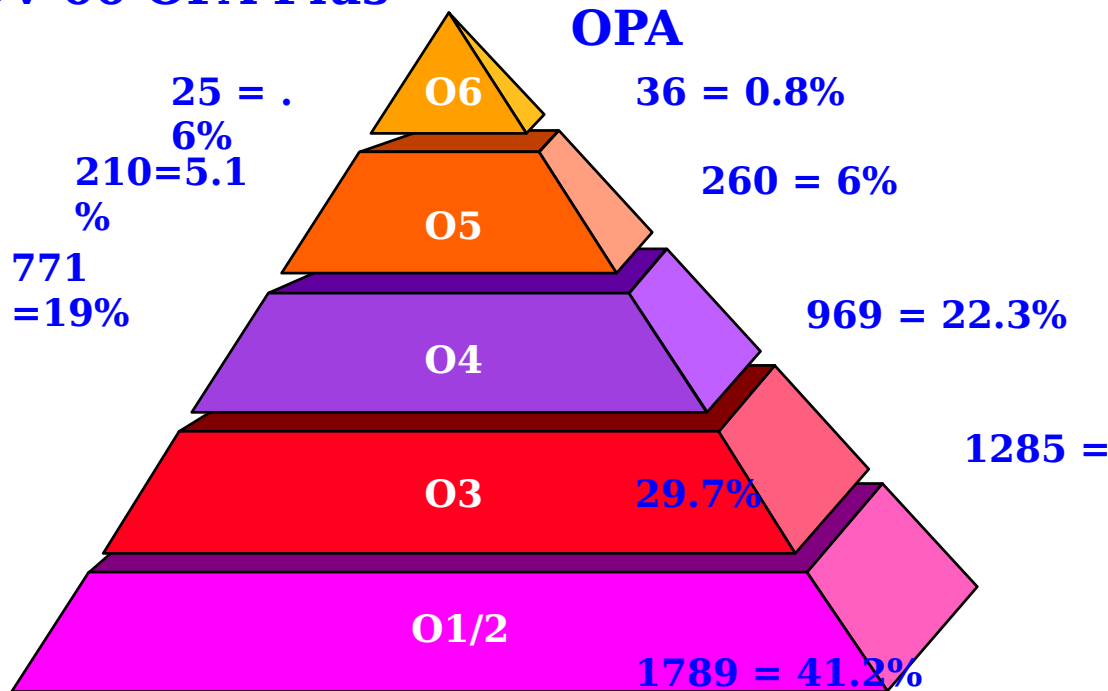
- Recruiting will have to produce more applicants to keep up!
- Demands for CWO2s expected to increase significantly with W4s FOSing for W5 and W3s FOSing for W4
- Mentor your relief!



# Strength Pyramid

**Prior To NOV 00 OPA Plus Up**

**FY05 Current OPA**



**FY09 PROJECTED LDO OPA**

**O6 = 36, O5 = 260, O4 =**

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# USN Officer Community Overview

## Restricted Line & Staff 40% (22,437)

INTEL 2% (1,379)

1500/AEDO 1% (342)

AMDO 1% (475)

ADO 1% (3)

EDO 1% (875)

CRYPTO 1% (847)

MER MAR 1% (4)

PAO 1% (194)

OCEANO 1% (417)

HR 1% (755)

IP 1% (437)

MEDICAL  
20% (11,186)  
MC / DC / NC / MSC

SUPPLY  
4% (2,510)

CEC 2% (1,324)

CHAPLAIN  
1% (898)

JAG 1% (791)

Restricted Line  
(5,728)

Staff Corps  
(16,709)

ALL OFFICERS\*  
54,868

Unrestricted Line (URL)  
49% (26,494)

URL  
(26,494)

AVIATION  
24% (13,299)

SURFACE  
WARFARE  
15% (8,174)

SUBMARINE  
7% (3,875)

FLEET SUPPORT  
1% (188)

SPECWAR  
1% (577)

SPECOPS  
1% (381)

LDO/CWO  
(5,937)  
11%

As of end of August 2004 (rounding % applied)



# ASSUMPTIONS (FY-04 Pay Tables)

## Enlisted

18.5 years

BAS - \$254.46

## P01

Base Pay - Over 10 years

Sea Pay - Over 6 years

## CP0

Base Pay - Over 14 years

Sea Pay - Over 9 years

## SCP0

Base Pay - Over 18 years

Sea Pay - Over 11 years

## MCPO

Base Pay - Over 20 years

Sea Pay - Over 12 years

## Officer/CWO

BAH W/Dep Norfolk

BAH W/Dep Norfolk

BAS - \$175.23

## CW02

Base Pay - Over 12 years

Sea Pay - Over 6 years

## CW03

Base Pay - Over 16 years

Sea Pay - Over 9 years

## CW04

Base Pay - Over 20 years

Sea Pay - Over 11 years

## CW05

Base Pay - Over 26 years

Sea Pay - Over 12 years

## ENS

Base Pay - Over 12 years

Sea Pay - Over 6 years

## LTJG

Base Pay - Over 14 years

Sea Pay - Over 8 years

## LT

Base Pay - Over 16 years

Sea Pay - Over 10 years

## LCDR

Base Pay - Over 22 years

Sea Pay - Over 12 years

## CDR

Base Pay - Over 26 years

Sea Pay - Over 16 years

## CAPT

Base Pay - Over 26 years

Sea Pay - Over 20 years

## Average Selection

E-6 - 10.5 years

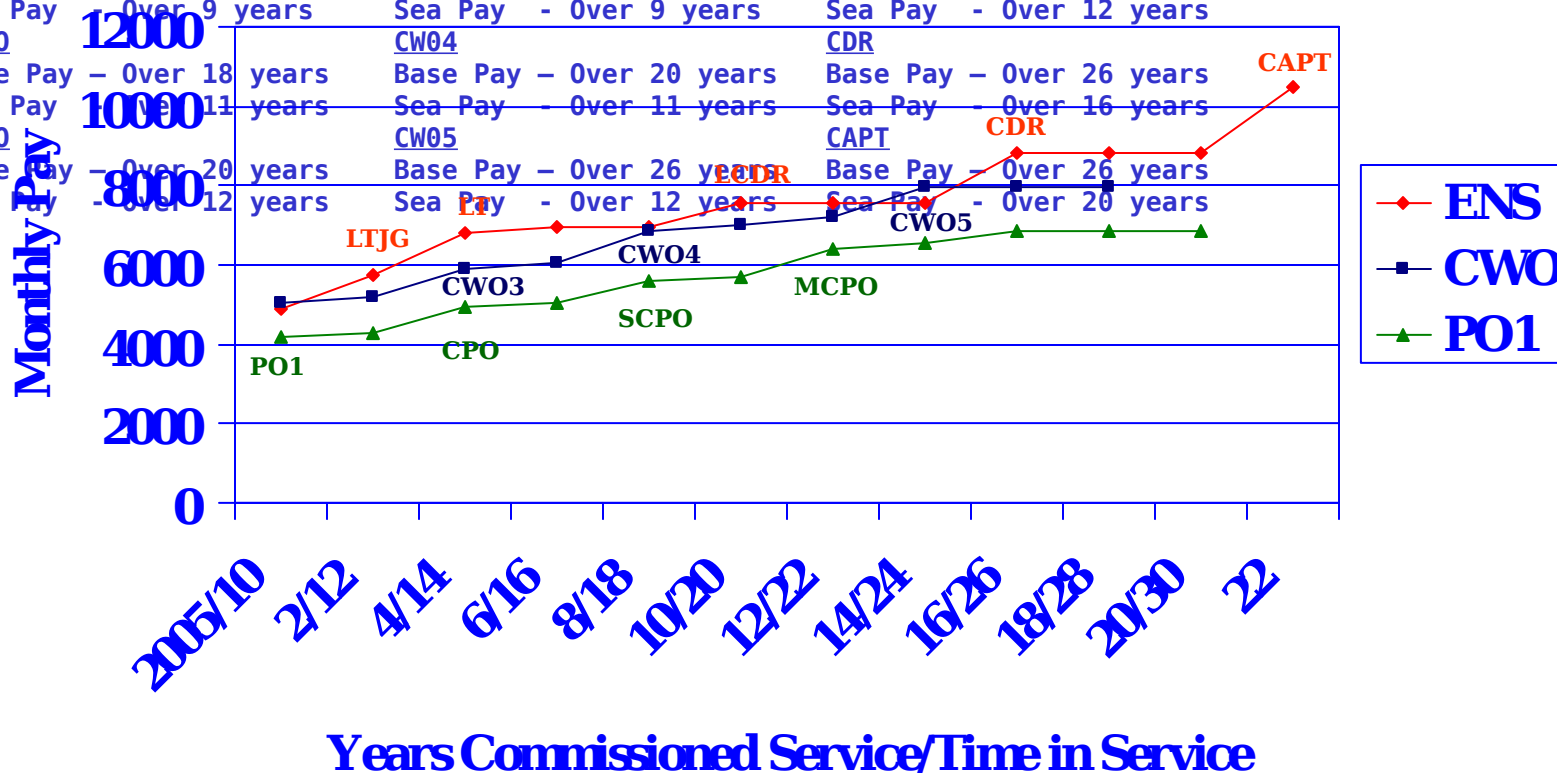
E-7 - 15.1 years

E-8 -

E-9 - 20.7 years

CW02 - 13 years

ENS - 12 years





# CWO Community

- Lots of complaining about compensation
- Some facts about COLAs:

<b>FY</b>	<b>CWO</b>	<b>LDO</b>
<b>02</b>	<b>7% - 8.5%</b>	<b>5% - 6%</b>
<b>03</b>	<b>5.5% - 6%</b>	<b>4.1%</b>
<b>04</b>	<b>3.7% - 6.55%</b>	<b>3.7%</b>

**Stop looking back (enlisted pay)  
....look forward!**



# \$\$ CWO Compensation \$ \$

- Higher Career Sea Pay than other officers
- BAH virtually the same as O-1/2/3E rates
- Hazardous Duty Pay comparable
- BAS the same
- Submarine Duty Pay is lower for some/higher for others
- Get full tax exclusion for combat pay



# Saved Pay

## Does it apply to you..... (Probably not)

- See Title 37 U.S.C. Section 907
- Pay and allowances of a grade formerly held by an officer including hazardous duty, diving duty, hardship duty, sea duty and proficiency pay may be considered only as long as the officer continues to perform the duty creating the entitlement to or eligibility for that pay.
- Clothing allowance may not be considered.



# Permanent Appointment

- LDOs with permanent enlisted status are offered permanent appt. at LT.
  - **Must accept/decline within 120 days.**
  - **If declined, must revert to enlisted grade**
  - **Do not expect approval to revert and continue as a MCPO.**
  - **Do not expect approval to retire as MCPO if TIG is less than 2 yrs as E9.**
    - **Expect to retire in next lower grade.**



# Dual Status Officers

- Officers with permanent CWO/temporary LDO appointments: 258
- Last change to OpNavInst 1420.1A phases out 'dual status' option for CWOs selected for LDO.
  - Beginning in FY-05, CWOs selected for LDO will have to accept permanent appointment upon promotion to LTjg.
  - Good for the Navy, good for the officers



# Retirement

- Discuss retirement with your Detailer one year prior – just like negotiating orders!
- Retirement date should coincide with PRD
- Waivers are rare.....don't count on them\*
  - \* Waivers currently given consideration for O6/O5 for up to one year time in grade. Approval dependent upon designator inventory, billet, etc.



# Statutory Retirement Dates

- **See Title X Chapter 549**
- **6XX0 Permanent LDO:**
  - **CAPT** Last day of the month following the month 38 years total active service is completed.
  - **CDR** Last day of the month following the month 35 years of total active service is completed, or first day of 7th month after failing to select (FOS) for O-6 the second time, whichever comes first.
  - **LCDR (and below)** Last day of the month following the month 30 years total active service is completed, or first day of 7th month after second FOS, whichever comes first.
- **6XX1 - Temporary LDO/Permanent CWO (All grades)**
  - 60 days after completion of 30 years total active service, or first day of 7th month after second FOS, as Temp LDO or Per WO whichever comes first.





# Graduate Education

- LDOs have three quotas per year at the Naval Post Graduate School, Monterey, CA
- Curriculum: Systems Engineering  
Analysis                      Logistics Management
- Length: 18 months
- Classes begin each Jan & July
- Pers-414 has one quota per yr
- Pers-432 has two quotas per yr.



# Graduate Education

- Pers-42 declined to participate
- Other NPGS quotas may be available, but must be made available from URL/RL/Staff detailers
- CWOs are not eligible



# “P” Coded Billets

- Many questions about why LDOs don't have “P” Codes (Subspecialty Codes).
  - “P” Codes awarded to officers who complete Grad Ed programs
  - Must serve in “P” coded billets
    - LDOs don't have “P” codes or “P” coded billets.
    - No requirement for LDOs to have them
    - LDO designator is your “P” Code!



# Officer Community Review

(Formerly Zero Based Review)

- All officer designators to be reviewed for 'military essentiality' soon
- 6410 (LDO Admin) Completed SEP 04
- Expect billets which can be filled by civilians and do not have to be filled by a naval officer to receive close scrutiny.
- Shore duty intensive billets appear most likely to be recoded.
- **Expect cuts, but not a hemorrhage.**
  - **Don't panic!**



# The Future

- Changes to permanent appointment process?
- Leveling of OPA for all LDO/CWO billets
- Increase of Security Officer OPA
- Merger of 633X and 638X; CWO to follow?
- Merger of:
  - 621X & 721X w/ 611X & 711X?
  - 714X w/ 713X ?
  - 628X w/ 629X ?
- Simplified LDO/CWO application?



# The Future

- More precise accession quotas – due to new N13 leadership philosophy
- Review of Career Sea Pay? - HOPEFULLY
- OCMs moving to Millington 2004
- Asst OCM will be W5 or Super Star W4
  - Won't be the CWO OCM!



# Mentoring

- Mentor appropriate enlisted people early in their careers to consider a career as a Naval Officer
- Applications for LDO/CWO are insufficient in a number of designators.
  - With 6000 LDOs/CWOs – there should be more than 3000 applicants!!!!